



# WORDS & VISION

NEWSLETTER



December 2022 / Vol 30.2

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## Upcoming UFV-FSA Forums

### Non-Teaching Faculty Concerns

December 9: 12-1pm

### PD Access and Process

January 18: 12-1pm

### Working with Supervisors

February 15: 1-2pm

### Health and Benefits

March 15: 12-1pm

### Joining the UFV-FSA Executive

April 19: 12-1pm

### Staff Concerns

May 17: 12-1pm



Watch for member forum bulletins to receive zoom details. Register for the website members area using your non-UFV email address at: [www.ufv-fsa.ca/get registered](http://www.ufv-fsa.ca/get_registered)

## **Letter from the Editor**

In this Fall 2022 Issue of Words & Vision we celebrate all of the connecting we have been able to do this semester. From the welcome back BBQ ice cream station to the CEP campus visit, FSA office socializing to member forums, we are glad to hear from you.

We have met with members both in person and talked with many via email. It was great to see so many and receive feedback and hear of member needs.

We have the forum set for the upcoming year. Please find it below. It is based partly on our schedule from last year as many topics are cyclical in nature as well as a few new ones brought forward by exec for topics that sit within their portfolios.

We also have many pictures of members thanks to our hard-working office staff who have been greeting members visiting the office and connecting them with UFV-FSA gear and taking pictures both at events and at the office. We are glad to share these in this special issue of Words and Vision that makes space to capture all these photo moments.

Did you know? FSA members are welcome to contribute bulletins and articles in their working areas to Words and Vision. If you have not participated in this way yet, consider this your invitation to do so. We would be glad to hear from you. Reach out anytime.

Michelle Vandepol  
[vpengagement@ufv-fsa.ca](mailto:vpengagement@ufv-fsa.ca)



## **Letter from the President**

Dear Fellow FSA Members:

On behalf of the FSA executive, our staff and our stewards we wish you the best for the holiday season and for a great new year. The UFV Faculty and Staff Association (FSA) is your Bargaining Agent / Union at the University of the Fraser Valley. We welcome you as a new or returning member of the association. As the sole bargaining agent for the workers at UFV it is our role to support you at UFV.

**The mission of the Faculty and Staff Association is to promote and protect the welfare and professional interests of the association membership.**

We measure our success by the improvements for those members who are most vulnerable. We protect the rights of our members through ensuring the integrity of our collective agreement. This work is guided by an executive committee and conducted by a group of dedicated staff and volunteers. The FSA is also a member (local7) of the Federation of Post Secondary Educators of BC (FPSE) and by association is a member of the Canadian Association of University Teachers (CAUT) and the BC Federation of Labour (BCFed).

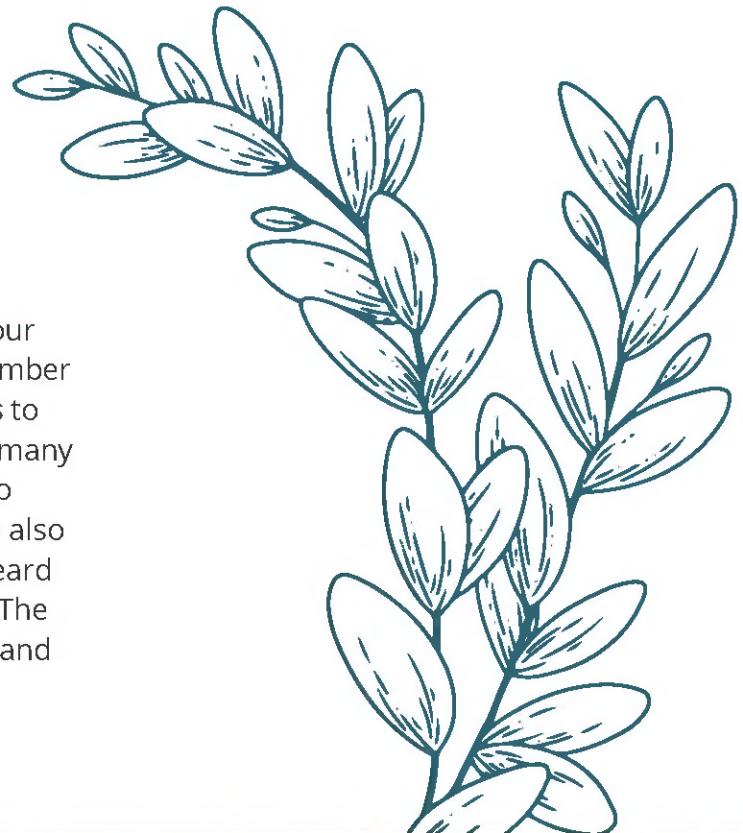
As the sole bargaining agent at the University of the Fraser Valley we represent all Staff, Faculty, and Non-teaching Faculty at UFV. The fact that we represent all union members at UFV makes us unique among our fellow faculty associations but also gives us strength in the workplace.

### **We are Stronger Together - diversity within the FSA is our strength**

Please feel free to drop by our offices in B346 on the Abbotsford campus, grab a coffee and introduce yourself. We will let you know who your steward is, and we will give you answers to any question you may have regarding the Collective agreement.

Again, we wish you a restful holiday season and we invite you to get involved with the FSA in 2023.

Best wishes,  
Rod Hayward  
FSA President



## CEP Campus Visit

On Thursday August 18th in the afternoon, Rod Hayward, FSA President; Dallis Van Steinburg, Labour Relations Specialist; and Michelle Vandepol, VP Member Engagement, visited the CEP and Trades campuses to connect with members and bring them ice cream, many of whom whose schedules would not allow them to attend the Welcome Back BBQ on August 24th. We also handed out tee-shirts, stickers, and buttons and heard from members about issues arising in their areas. The weather cooperated by being especially ice-cream and popsicle worthy.



## New Employee Orientation

On Tuesday August 23rd, the FSA presented new employees at UFV with information on the collective agreement, this year's forum schedule, and other ways to get involved. We provided dessert for guests of the New Employee Orientation and talked with members one on one on topics of concern to them.



## FSA Planning Retreat and Transition Meeting

This year's FSA Retreat was held on Friday August 25th. We met together in U House for a day of visioning and training to launch another year of working together. The executive members who were not able to attend in person, joined us virtually. We received training on the trauma-informed workplace in the morning, shared a sandwich lunch at noon, and broke into small groups in the afternoon, reporting on committee work and making plans for the coming year.



We closed out the day with dinner out, savouring our time together socially that makes engaging in intense work all year off the side of our desks much easier because of the good working relationships established. If you are interested in getting more involved in the FSA or being mentored to take up a future FSA exec position, feel free to reach out with your questions.

[vpengagement@ufv-fsa.ca](mailto:vpengagement@ufv-fsa.ca)



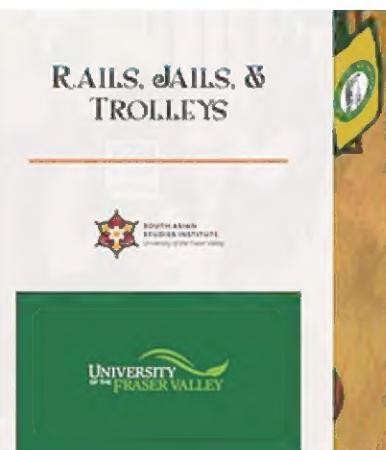
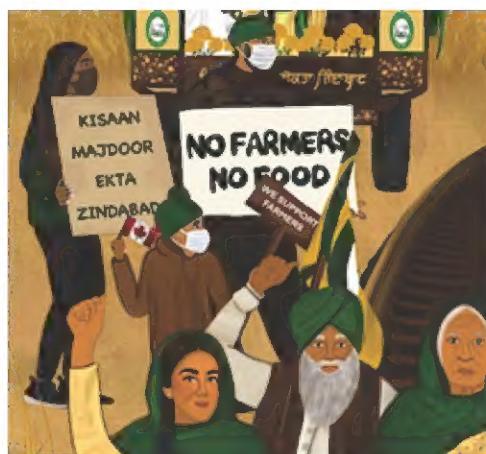
## Meet and Greet at the FSA Office – Prize Draw Winners

Members have been visiting the FSA office all semester to claim the prizes they won at the Back to Work BBQ and by paying special attention to the calls to members to be the first to visit the FSA office. Did you know? You are always welcome at B344 and there are Keurig pods and granola bars to start your day with in the front office. Stop on by!



## Screening of Rails, Jails, and Trolleys

The FSA was pleased to be a supporter of the first showing of "Rails, Jails, & Trolleys" – a documentary film on the Indian Farmer's Movement hosted by the South Asian Studies Institute on the Abbotsford Campus on August 24th.

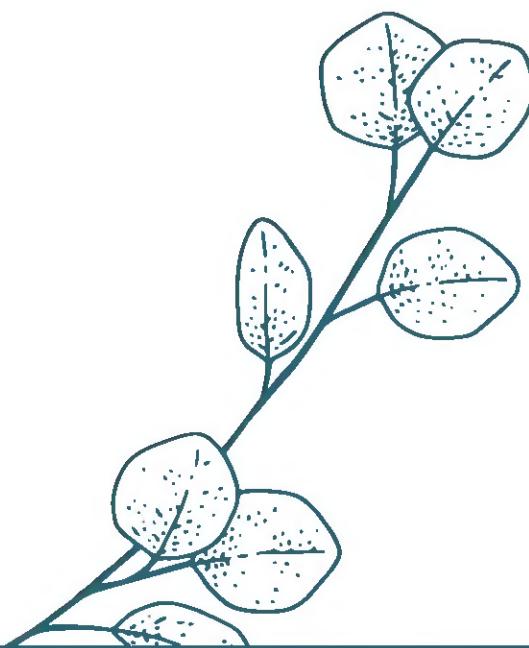




## Back to Work BBQ

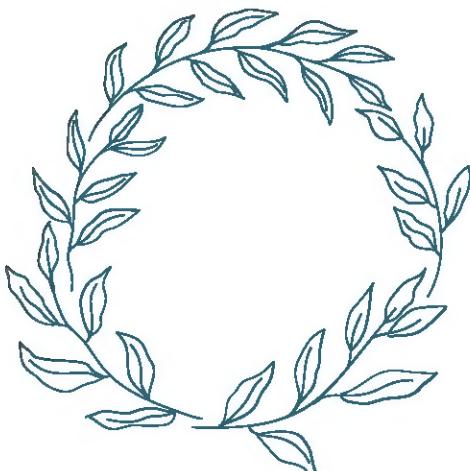
On Wednesday August 24th, the FSA held its usual ice cream station to accompany the Welcome Back BBQ. In addition to our usual connection with members and sweet treat distribution, we also held draws for several \$50 gas cards, collecting personal email addresses for members at the same time. If you have not already sent your personal email address to the FSA office, feel free to forward it to

**[vpengagement@ufv-fsa.ca](mailto:vpengagement@ufv-fsa.ca)**. It is important to have several ways to contact members in case there is ever a negotiating situation in the future in which we don't have access to workplace emails. In addition, personal emails serve as an additional layer of privacy for sensitive workplace issue discussions.



## Halloween Celebration

On Oct 31st, Members dressed up and gathered to enjoy pizza and vote on favourite costumes at parties across campuses.



## Coffee + Cookie Handout

SUS VP External Ashley McDougall and FSA VP Member Engagement Michelle Vandepol distributed coffee and cookies to students and members on the Abbotsford campus Monday November 27th.



## A Look Back at FSA History - Words and Vision Article – written by retired History faculty member Bob Smith.

The following is an account of the Faculty and Staff Association's beginnings. I was recording secretary in 1976-77 when the FSA registered as an association and achieved union status. I served in several offices in twenty odd annual terms, retiring in 2009.

### **The FSA's Beginnings**

When I arrived at Fraser Valley College in the high summer of 1976 the college was but a couple of years old. Of the Faculty and Staff Association there was no mention, not in my interview and appointment process, or in my registration at payroll. There was no orientation for new employees in which the FSA might be mentioned or even our legal situation. By chance I was assigned workspace with a FSA officer who informed me that the FSA was about a year old and that contract talks had begun early in '76, suspended for the summer. When FSA elections were held in October I signed on as recording secretary (Progress, Chilliwack's Newspaper, 20 October 1976, p. 2. The full slate of officers appears by name and office. This committee of officers (the "exec") met frequently until the last days of June 1977. We booked college rooms for meetings and used the employer's mail and courier services, long lines, and photocopiers. There were no work reductions (releases) for key officers because we couldn't pay for substitute labour. The FSA was broke. There was no interference by the employer.

Contract talks and the FSA's legal status dominated the exec's agenda until late June 1977. By that time negotiations had taken place over thirteen months (Progress, 18 May 1977, p. 1). Our team protested the employer's use of lawyers at the table. The employers had deep pockets, the public treasury, for legal advice. We had none. Usually, these negotiations proceeded in an above-board manner resembling collective bargaining. The word "resembling" is used here because the FSA wasn't a legal collective. It was an unregistered association. The employer engaged the FSA in bargaining but not in other ways. For example, the FVC had no dispute resolution process with or without FSA involvement. A month or so before the FSA achieved union status, which created a dispute resolution process, the employer fired an instructor. The FSA was not notified because the FSA didn't represent him. He was an individual, a free agent, free to bargain for a reference or severance pay or sue in court. This employee was also a FSA officer. No FSA officer would be terminated after union certification. *(Continued on page 10)*

## **The FSA's Beginnings (continued)**

The FSA attained legal status by two steps – association under the province's Societies Act followed by union certification by the Labour Relations Board. This process was completed by late June 1977. It was first suggested by faculty and presented to the college board in December 1974 (Progress, 18 December 1974, p. 8). The eventual plan included staff. Association status required adoption of a democratic constitution and bylaws such as periodic general meetings, officers' duties, notice of changes in bylaws, etc. Our status as an organized and democratic body would advance our application for certification. If that application was denied association, it would be a workable fall back because associations could make contracts.

In the spring of 1977, our application for union status was tested in a referendum conducted by the Labour Relations Board. We voted yes, apparently unanimously. Then came a curveball: the LRB issued two certifications, one for regular faculty, the other for other employees. This decision ran counter to our origins, association status and a first collective agreement awaiting ratification. The FSA and FVC appealed successfully (Progress, 8 June 1977, p. 10, 22 June 1977, p. 9 and 29 June 1977, pp. 1 and 3).

This unity of faculty and staff was challenged again. Two months after the LRB's initial decision was reversed and the first collective agreement was ratified, word on campus had it that staff was considering joining a more established union. For example, the Canadian Union of Public Employees (CUPE) represented similar staffers across the country, providing professional legal, bargaining and media services as well as strike pay. At a general meeting in Fall 1977 the exec announced support for whatever staff decided. That staff was shopping can be deduced from the survey appearing in the late Fall 1977 issue of Words & Vision. A divorce of faculty and staff in legal terms would be a variation of the bargaining group overseen by the LRB. I don't know why staff stayed. The FSA remained the exception in B.C.'s public educational institution where university faculty, K to 12 teachers, and instructors at other colleges and their staff comprised separate legal entities.

Bob Smith, faculty, 1976-2009



## **In Celebration of Long-Standing FSA Service**

### **– Interview with Joan Johannessen**

**Q:** How did you get involved with the JOHSC committee?

**A:** I got involved with the JOHSC Committee because they needed representation from the Mission Campus.

**Q:** What did the service work consist of? How long did you serve for?

**A:** I have served on the committee since 1997. I attended the monthly meetings and actively participated in training.

**Q:** What made you commit to it for the length of time you did?

**A:** I stayed on this committee for 2 reasons: one my husband is a paramedic who is actively involved in his safety committee and also there was no one else in Mission that wanted to do this.

**Q:** What was most meaningful about your involvement with the committee?

**A:** The most meaningful part of being involved with the JOHSC committee was and is seeing it evolve into what it is today. When I joined the committee Coleen Olund & Diane Griffiths was the staff and worker co-chairs. We had one committee at the time which encompassed Abbotsford, Chilliwack, and Mission. When Chilliwack moved to the Education Park that was when we split and became two committees.

**Q:** How would you encourage other members to get involved if they're feeling hesitant?

**A:** Getting involved is important and no one should feel hesitant, but I do understand if they do. Sometimes it is not easy to balance work duties to committee work.

**Q:** What is the importance of serving the FSA, in your opinion?

**A:** Serving on the or for the FSA is really important. Not all employees feel comfortable in speaking-out, so we need to give them a voice and a safe place to say what they need to say without retribution.

**Q:** What are you looking forward to in your retirement?

**A:** I've been asked that a lot and honestly, I'm looking forward to doing nothing. I've been saying that I'm looking forward to spending time with my husband and traveling, spending time with our 2 adult girls (one that has recently moved to Australia), and of course my grandchildren. Also, getting back to cross stitching and knitting (my guilty passions).

**Q:** Anything else you want Words and Vision readers to know?

**A:** Working at UFV for the past 27 years has been great. I could not have asked for a better place to work, and I've made lasting friendship with staff and faculty, some have stayed at UFV and some that have retired or moved onto other positions else where.



## Welcome to the FSA's New Admin Coordinator, Melissa Naman

**Q:** How long have you been with the FSA?

**A:** I was a member of the FSA during my employment with UFV (2017-2022). After I was hired in a support staff role at UFV I quickly became very engaged with the FSA. Prior to working at UFV, I had a job that was not unionized, and I witnessed very serious abuses of worker rights over my years there. Coming to UFV, I was so grateful to finally be a part of a union. Knowing the realities of working in a non-unionized workplace, I wanted to do everything I could to support and uplift my union, which is why I jumped right in and became so involved from the start. During my time at UFV, I served as a UFV-FSA delegate to the Federation of Post-Secondary Educators (FPSE) AGM, and I served 2 years on the FSA executive. One of these years was served as VP Staff, and the other year was served as the Human Rights and International Solidarity Committee [HRISC] rep where I lead, along with the Status of Women rep of the time Janelle Blackman, the Go with the flow campaign to bring free menstrual products to campus washrooms (a campaign where, for the first time, the FSA worked closely with the Student Union Society to advocate together for change). Although 5 years may not be a long time, I feel like my time as a member of the FSA was busy and highly rewarding.



**Q:** What drew you to this work?

**A:** Being a highly organized, passionate, and action-oriented individual, I saw a lot of opportunity to make a positive impact and uplift the operations of the FSA and knowing that my efforts would directly benefit my colleagues at UFV is what makes this work so deeply meaningful to me.

**Q:** What's your favourite part of the job?

**A:** There are two things: first, the people. I love getting to work for the wonderful people that serve on the executive and my amazing fellow CUPE staff members (Andrea Fraser and Dallis Van Steinburg), and I also love the social aspect of getting to know and help FSA members. Second favourite part of the job is the challenge and reward of seeing projects and opportunity in everything and knowing that I'm in the right place to create and implement solutions.

**Q:** What do you want members to know about the FSA?

**A:** Remember that the FSA is not just a group of executives. You are the union, and a union is only as strong as its members. Make sure to get involved, whether it's joining the executive or standing committee, volunteering and/or attending events, or even submitting ideas, feedback, or articles for the Words & Vision newsletter. In fact, there is a whole section on the UFV-FSA website that outlines 20 ways you can be involved in your union; I encourage you to take a look!

[https://www.ufv-fsa.ca/get\\_involved](https://www.ufv-fsa.ca/get_involved) (continued on page 13)

## **Welcome to the FSA's New Admin Coordinator, Melissa Naman (continued)**

**Q:** What do you hope to accomplish in this role?

**A:** Without getting into a bulleted list of all the things I want to do, I'd say overall I hope to put systems into place that will help the executive to accomplish their best work. I bring my creativity, organization, professionalism, and problem-solving abilities with me, and I can't wait to tackle the many projects and opportunities available. I also hope to be a friendly face for the FSA and to help members feel welcome, empowered, and a part of their FSA community.

**Q:** Anything else you want readers to know?

**A:** We have a lounge (B346). There is coffee/tea, granola bars, and a comfy couch. Come say hi (I'm next door in B344), I love visitors!

## **WOULD YOU LIKE TO WRITE AN ARTICLE FOR WORDS AND VISION?**

Email [vpengagement@ufv-fsa.ca](mailto:vpengagement@ufv-fsa.ca) to discuss your article idea to be featured in a future issue.